

Regulating Psychologists and Psychological Associates

Draft Strategic Plan: Member Consultation

It is important for the College to periodically review its strategic plan and priorities to ensure the currency and value of its strategic directions. The College last updated its strategic plan in 2001 and that plan has served us well in navigating the challenges and opportunities of professional regulation. In the ensuing years, new needs, priorities and ideas have emerged. In 2005, the College Council determined that it was time to revisit our strategic directions, and establish a new plan that would carry us through the remainder of the decade.

Creation of the new strategic plan began in 2005 with the appointment of a Strategic Planning Steering Committee. Members of the Committee were drawn from professional and public members of Council, College staff and the membership at large and included both psychologist and psychological associate representation. The Committee was charged with guiding the strategic planning process through to final approval by Council.

The process has been supported by a strategic planning consultant. Steps in the process have included an environmental scan conducted via questionnaires and interviews with stakeholder representatives (internal and external) in the fall of 2005; and a two-day facilitated workshop with Council and senior College staff in February 2006 at which the draft plan was generated.

Utilizing the environmental scan and stakeholder interviews, the goals for the two-day workshop were:

1. To confirm and/or renew the College’s Mission Statement.
2. To reach consensus on a vision for continued success and leadership.
3. To identify key issues that must be addressed to achieve this vision.
4. To identify potential strategies to address key issues and achieve leadership priorities.
5. To identify criteria for measuring success in strategic plan implementation.

The outcomes of this workshop were synthesized into a draft strategic plan which was reviewed by Council at the recent meeting in March and approved for distribution to the membership for consultation.

The draft plan is presented in this issue of the Bulletin for comment by the membership. The College needs your input on how well the plan captures the high-level strategic directions that

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need to be a focus for the College over the next few years to continue its tradition of sound regulatory practice in a rapidly evolving health care and practice environment.

Member feedback will facilitate the refinement of the draft plan and the development of an effective and practical implementation plan, including specific strategies, responsible timelines and measurable outcomes.

The results of this consultation with the membership will be reviewed at the June 16, 2006 meeting of the College Council. Accordingly, please forward your comments to the College by mail, facsimile or e-mail by May 26, 2006. This will provide the Steering Committee the time necessary to consider and collate member feedback for presentation at the June Council meeting.

The Strategic Planning Steering Committee would like to express its appreciation to all who participated in the development of the draft plan, and to extend its thanks in advance to the membership for your contributions through this consultation.

Please provide your comments to:

Strategic Plan
College of Psychologists of Ontario
110 Eglinton Ave West, Suite 500
Toronto, ON M4R 1A3
Fax: 416-961-2635
e-mail: strategicplan@cpo.on.ca

Please note. . .

The **Quality Assurance *Self Assessment Guide and Professional Development Plan*** must be completed by all members of the College, every other year. The notice regarding the 2006 *Quality Assurance Self Assessment Guide and Professional Development Plans* has been distributed to all members with even registration numbers. The deadline for submission of the *Declaration of Completion* is May 1, 2006. The *Self Assessment Guide and Professional Development Plan* and the *Declaration* are available on the College website.

The **Annual Practice Update Form and fee renewal package** is being prepared for mailing. Members should receive the package by May 1, 2006. If you don't receive this mailing or have any questions regarding your renewal, please contact the College. Deadline for receipt of fees is June 1, 2006.



College of Psychologists of Ontario

DRAFT Strategic Plan for Member Consultation

Goal 1: To confirm and/or renew the College's Mission Statement.

The consensus was that the Mission Statement should be updated. Mission Statements for other Colleges and related organizations were reviewed. Clarity, brevity and clear focus were desired characteristics for the revised statement. The following statement was proposed:

Our Mission

To regulate the provision of psychological services in the public interest by setting the standards for competent and ethical practice.

Goal 2: To reach consensus on a vision for continued success for the College.

Vision

The College will...

- Demonstrate effectiveness in self-regulation.
- Be sought after for our knowledge and expertise.
- Accommodate new and emerging practice areas.
- Provide leadership in accountability to the public and to the profession.
- Be innovative, flexible and responsive in our organizational and governance arrangements.

Goal 3: To identify key issues that must be addressed to achieve this vision.

Key Issues

The College must...

- Foster professional self-confidence and respect for our profession.
- Collaborate effectively with stakeholders.
- Be effective in government-relations activities.
- Tailor our organizational arrangements to support our priorities.
- Work to minimize institutional barriers for users of psychological services.

Goal 4: To identify potential strategies to address key issues and achieve our leadership priorities.

In discussing the issues highlighted above, three key priorities emerged. Following consultation with the membership, detailed plans will be developed to outline all the various activities that will need to be undertaken to achieve these leadership priorities.



Strategic Leadership Priority #1

Collaborate with stakeholders in order to be responsive to their needs

- *Clearly understand the constraints and needs of stakeholders related to the practice of psychology.*
- *Maintain an open and constructive dialogue with organizations involved in training.*
- *Be responsive to the relationships among training, regulation and the marketplace.*

Strategic Leadership Priority #2

Build confidence in and respect for our profession

- *Support current and future members in developing a strong professional identity valuing the profession in all its forms.*
- *Strengthen the role and nature of supervision in the profession.*
- *Address issues relating to the Psychological Associate title.*

Strategic Leadership Priority #3

Ensure the College is a responsive and effective organization

- *Foster innovation, responsiveness and flexibility within our organization.*
- *Foster a “value-added” approach to participation in the larger regulatory environment that optimizes our strengths while recognizing our relative size and resources.*
- *Optimize communication with members and other stakeholders.*

Goal 5: To identify criteria for measuring success in Strategic Plan implementation.

As an implementation plan is developed for the strategic objectives, criteria for measuring success will also be articulated.



President's Message

My term as President of the College is drawing to a close and I will be resuming the role of Council member rather than leader in my sixth, and final, year on Council. I want to take this opportunity to acknowledge the dedication, passion, professionalism, and last but not least, good humour, that my colleagues have consistently brought to the Council table.

The College Council is intentionally constituted to ensure key stakeholder perspectives are brought to bear on the many and varied issues within the College's mandate. In my experience, the members of our Council have risen to this challenge admirably. Council includes ministry-appointed public members who bring a wealth of professional expertise to Council deliberations based on careers outside of psychology. We benefit from the experience of Council members who are peer-selected representatives of the province's training programs. These individuals intimately understand the challenges and rewards inherent in educating and mentoring the "next generation" within the discipline. Self-regulation of the profession is ably assisted by the presence on Council of Psychologists and Psychological Associates, elected by the membership, who, collectively, have expertise across the range of practice areas and settings that make up professional psychology in Ontario.

This breadth and depth of experience and knowledge is reflected in the draft strategic plan that is being brought to the membership of the College for consultation in this issue of the Bulletin. The strategic leadership priorities described in the draft plan were distilled and articulated by the members of Council and senior College staff during the course of an intensive two-day strategic planning workshop. These priorities reflect a broad-based perspective on what will be needed to maintain and enhance the viability, currency and value of the College as an integral component of the health care regulatory system in Ontario over the next few years. *I encourage members of the College to contribute their perspectives and insights to this strategic planning process by responding to this consultation.*

In the next year, Council will finalize the strategic plan and translate the strategic leadership priorities into a feasible sequence of activities supported by the human and financial resources necessary for success.

In the interests of an ongoing commitment to quality improvement and functional enhancement, Council has commissioned a number of other projects. Over the course of the next year, the College is undertaking a substantive redesign of the College website (www.cpo.on.ca); a practice analysis to ensure the continued validity of the Jurisprudence and Ethics Examination; an audit of Discipline Committee processes and procedures; and, a bylaw and policy harmonization review. Updates about these initiatives will be provided in future issues of the Bulletin.

Ongoing College activities that the reader will be aware of from past issues of the Bulletin include participation in the Health Professions Regulatory Advisory Council (HPRAC) consultation on issues regarding the regulation of health professionals (www.hprac.org), and consideration of the need for amendments to the College's Registration Regulation and Quality Assurance Regulation.

I have been honoured to serve as President of the College Council for 2005-2006. It has been a worthwhile, informative and genuinely enjoyable experience. Thank you to the membership, the Council and College staff for your support.

On behalf of Council, I wish everyone a safe and pleasant spring.

Maggie Gibson, Ph.D., C.Psych
President



The Personal Health Information Protection Act (PHIPA) became law in November 2004. The Information and Privacy Commissioner of Ontario (IPC), Dr. Ann Cavoukian, has responsibility for educating the public about their privacy rights and to oversee compliance with respect to the legislation.

In addition to providing education to the public, the Commissioner has directed significant effort and resources to assist practitioners to become familiar with the legislation, and their responsibilities and obligations under it. In addition to being available to members of the College who have questions regarding the application of PHIPA, the IPC has published many educational tools.

Members are encouraged to visit the IPC website (www.ipc.on.ca) on a regular basis as there are frequently new fact sheets or other resources available.

As examples, the IPC recently published two fact sheets which will be of interest to most members of the College: *Secure Destruction of Personal Information* (Number 10, December 2005); and *Health Information Custodians Working for Non-Health Information Custodians* (Number 11, February 2006).

The IPC has also produced *The Personal Health Information Protection Act, 2004 - A video guide for training education*. This is a very interesting video presentation of the basic concepts inherent to PHIPA illustrated with a number of true-to-life scenarios. While the scenarios do not specifically depict psychological practice, they are representative of personal health information issues which one can readily generalize to our profession. A copy of this DVD is available by contacting the IPC at ipc.publications@ipc.on.ca.



**Information and Privacy
Commission of Ontario:
A Very Helpful Resource**





Call for Participation in Statutory Committees

Under the Regulated Health Professions Act, 1991, the College is required to have seven Statutory Committees: Executive, Registration, Complaints, Discipline, Fitness to Practice, Quality Assurance, and Client Relations. The Executive Committee is elected from the members of the College Council who in turn appoint the members of the six other Committees. The Committee composition includes both members of the Council, and members of the College who are not members of the Council. Both titles, *Psychologist* and *Psychological Associate*, must be represented on every Committee.

Members who are interested in serving on a Committee are asked to provide their name, registration title, preferred Committee (1st and 2nd choice may be given) and a brief statement of background and interest, to Prema Shankaran at: pshankaran@cpo.on.ca by Friday, May 12, 2006.

Registration

Meeting an average of one day per month, the Registration Committee reviews applications referred by the Registrar, to determine whether requirements for registration have been met, and to direct the Registrar respecting the issuance of certificates of registration and any terms, conditions or limitations to be imposed. The Committee also reviews and advises on policies and guidelines related to Registration. Two members of the College are required.

Complaints

Meeting an average of one to two days per month, the Complaints Committee investigates complaints regarding the conduct or actions of members and renders a written decision within 120 days of receipt of a complaint. The Committee also reviews and advises on policies and guidelines related to investigations and resolutions. At least two positions will be available for members of the College.

Discipline

Meeting as needed, for hearings ranging from one to five days, including resumptions, the Discipline Committee hears allegations of professional misconduct or incompetence against members, referred by the Complaints Committee. At least two members of the College are required.

Fitness to Practice

Meeting as needed, the Fitness to Practice Committee hears matters relating to fitness to practice referred by the Executive Committee, after receiving a report from the Registrar, regarding possible incapacity. Two members of the College are required.

Quality Assurance

Meeting three to four times per year the Quality Assurance Committee is responsible for the continued development and implementation of the Quality Assurance Program under the regulation developed by the College for such a program. The Committee administers the Quality Assurance Program including the Peer Assisted Review process and advises on policies and guidelines related to Quality Assurance. Two members of the College are required.

Client Relations

Meeting two to three times per year with development work between meetings, the Committee advises the Council on the College's client relations program that includes measures for preventing or dealing with the sexual abuse of clients by members. The program covers educational requirements for members, guidelines for the conduct of members with their clients, training for College staff and the provision of information to the public. Two member of the College is required. §

Volunteers Wanted

The College of Psychologists requires ***VOLUNTEERS: ORAL EXAMINERS*** to participate in the Oral Examination of Candidates seeking Registration.

The College of Psychologists of Ontario conducts oral examinations of candidates for registration, in Toronto, twice a year, in December and June. Each candidate is interviewed by a team of three members who question the candidate in areas of general practice and in the application of ethical and jurisprudence knowledge. To offer each candidate, who is ready to undergo this final step in the registration process, the opportunity for this interview, the College requires a number of oral examiners for each session. At the recent examinations conducted in December 2005, a total of 34 examiners were involved.

Qualifications

- Five or more years of practice since registration
- No term, condition or limitation on Certificate of Registration
- Not currently the subject of a matter pending before the Complaints, Discipline or Quality Assurance Committees

Members able to conduct the oral examinations in French are especially needed

Availability

Examinations take place over a three-day period and examiners should be available for the entire examination schedule. Examiners are required for upcoming orals to take place December 6-8, 2006. As well, examiners are needed for future examinations to be held in June 2007 and December 2007.

Compensation

Each examiner is paid a daily honorarium. Travel and accommodation expenses are also covered.

Application Process

The selection of members to assist with a particular set of oral exams, from among those who are interested, is made based on a number of criteria. These include the necessity to match examiners' area(s) of practice with that of the candidates, the need to provide bilingual examiners for Francophone candidates, and the desirability of having both new and experienced examiners on each team. In addition, the College strives to ensure the examination teams are made up of members from across the province and represent both male and female practitioners. Due to the need to match examination teams with candidates, it is not always possible to involve all interested members.

If you are interested in being on the roster of oral examiners please send a letter to the College, to the attention of the Ms. Connie Learn, Director, Registration and Administration. Please indicate your area(s) of practice, as well as your availability for the upcoming December 2006 dates, as well as for dates in early June 2007 and December 2007.

Investigations and Hearings

The Complaints Committee reported the following activity between December 1, 2005 and February 28, 2006.

New Complaints Received	<u>Current Year</u>		<u>Previous Year</u>
	<u>Dec. 1, 2005- Feb. 28, 2006</u>	<u>Year to Date</u>	<u>to end of February</u>
1. By Nature of Complaint			
Bias	1	5	1
Breach of Confidentiality	1	1	3
Conduct Unbecoming of a Member of the CPO	1	2	5
Dual Relationship		1	
Failure to Obtain Informed Consent	2	5	3
Failure to Render Services Appropriate to the Users Needs	1	2	3
Failure to Respond to a Request in a Timely Manner	1	2	
False or Misleading Statements		1	2
Fees & Billing Problems	1	2	
Improper Supervision		2	1
Inaccurate Information		1	
Inadequate Data to Support Conclusions	1	4	3
Inappropriate Conduct Toward a Colleague			1
Incompetence		2	
Insensitive Treatment of Clients		2	2
Quality of Services	3	3	3
Record Keeping Problems			1
Sexual Abuse		1	2
Total:	14	38	30
2. By Nature of Service			
Administration		1	1
Corrections Assessment			2
Custody & Access/Child Welfare Assessment	4	6	1
Educational Assessment	2	2	1
Industrial/Occupational Assessment		1	
Neuropsychological Assessment			1
Not Related to Psychological Services		4	5
Other Psychological Assessment	1	6	5
Psychotherapy/Counselling	4	9	7
Rehabilitation/Insurance Assessment	3	8	5
Supervision		1	1
Teaching/Training			1
Total:	14	38	30



	<u>Current Year</u>		<u>Previous Year</u>
	<u>Dec.1, 2005- Feb. 28, 2006</u>	<u>Year to Date</u>	<u>to end of February</u>
<u>Inquiries and Informal Resolutions Not Resulting in Complaints</u>	20	115	
<u>Decisions Released by Disposition</u>			
Advice		1	4
Caution (Oral)		1	1
Caution (Oral) with Undertakings			1
Caution (Written)	1	3	6
Caution (Written) with Undertakings	3	4	2
Complaint Withdrawn			3
Refer to Quality Assurance			1
Refer to Discipline Committee	1	1	3
Take No Further Action	10	14	9
Take No Further Action - Facilitated Resolution			1
Take No Further Action - Frivolous, Vexatious, etc	1	4	2
Take No Further Action – No Jurisdiction	1	1	
Withdrawn - Facilitated Resolution		1	
Total:	17	30	33

Health Professions Appeal and Review Board

1. Reviews Requested	4	7	9
2. <u>Decisions Received</u>			
Decision Confirmed		3	13
Decision Unreasonable	1	1	2
Investigation Inadequate		1	3
Notice to not Proceed		1	
Withdrawn			
Total:	1	6	18



Cautions by the Complaints Committee and the Protection of Personal Health Information

As noted in the above chart in the *Decisions Released by Disposition* section, the Complaints Committee may dispose of a complaint by issuing a **Caution**. A Caution indicates that a panel of the Committee has formed concerns about the conduct of a member, however the panel has decided to issue a Caution rather than make a referral to the Discipline Committee. Some reasons for this decision include:

- belief that the public interest can be protected if the member heeds the Caution
- belief that the Caution is sufficient to alert the member to the problem
- absence of a past history of similar conduct
- acknowledgment by the member of errors, and appropriate changes made in practice
- agreement by a member, in appropriate cases, to undertake remedial activities such as an education program and/or mentorship

A Caution previously issued by the Committee is available to the Committee in its consideration of a future complaint against the member and may, in some situations, be used to substantiate it.

In several recent cases, the Committee formed serious concerns about the inappropriate treatment of confidential clinical information. The Committee's concerns were addressed by the issuing of Cautions, all in situations in which the members agreed to undertake an appropriate course of study and/or a period of peer review and/or mentorship. The following information about the aspects of the complaints related to the handling of personal clinical information is provided for educational purposes. In some cases there were additional allegations considered in addition to those regarding information handling.

Protection of Information

In one case, a member went beyond the appropriate boundaries of a professional relationship with a client she treated periodically over a number of years. Among other things, she provided him with an office key, allowed him to repair her computer and supplied him with her blank professional letterhead, so that he could type psychological reports for her. Among the serious concerns the Committee formed, was the risk to other clients' privacy and inappropriate access to confidential client information.

In considering the issues related to the security of client information, the Committee believed that the member had a duty to ensure that her professional office was only accessible to herself and her employees, and that during non-business hours, all client information was securely stored. The Committee stated that it was never acceptable for a client to have access to other clients' personal information without explicit and appropriate consent.

In addition to providing the College with extensive undertakings related to many other issues, the member received a Caution related to the serious concerns with the way in which the member handled confidential client materials.

Disclosure of Information

Another case demonstrates the Committee's concern about a member's refusal to provide a report to an individual she'd assessed. The member had contracted with an insurance company to assess the individual to determine his suitability for employment training. The contract included a provision that only the insurer would be provided with the report and this was agreed to by the individual being assessed, prior to the assessment. Ultimately, the assessment had adverse implications for the individual, who then requested to review the report. The member refused this request citing her agreement with the insurer and the client's consent prior to beginning the assessment.



The Committee had concerns about the member entering into an agreement with an insurer which was inconsistent with her professional obligations to a client. They reminded the member that clients are, with limited exceptions set out in legislation and the Standards of Professional Conduct, entitled to such reports and other personal clinical information. The Committee issued a Caution to her regarding entering into agreements which are inconsistent with her professional obligations.

Both Protection and Disclosure of Information

In a third case, a member received a request for information from a client and agreed to provide her with a copy of her clinical file. There was an 18 month delay in providing the file. When the file was finally delivered, it was alleged to be inaccurate and incomplete. The member reported that it was his practice to keep “scratch notes” and then to transcribe these, adding detail as necessary. After transcribing, it was his practice to discard the “scratch notes”. In this case, the transcription was reported to have been made several months after the sessions occurred.

The Committee questioned the reliability of memory for detail given the lengthy time between when the “scratch notes” were made and the transcribing occurred. The Committee wondered whether, in the absence of the discarded “scratch notes”, the transcriptions could be considered reliable records. It also noted that the delay in providing the record could support the complainant’s belief that the member had no clinical notes to rely upon. The Committee noted that transcription of rough notes is not necessary, and that it is preferable to create accurate notes, close in time to the actual sessions. Additionally, the Committee suggested that, in the absence of a readily available transcription, the member could have provided the “scratch notes” and reviewed them with the client. In addition, it was the opinion of the Committee that in the absence of other session notes, the rough notes should have been maintained for the appropriate retention period. As well, it was the opinion of the Committee that if the member chose to transcribe and add to the rough notes, this should be done shortly after the session in which they were created, not months later.

The Committee cautioned the member to ensure that, in the future, his notes are up to date, accurate and accessible within a reasonable time.

In order to ensure that client records are handled in an appropriate manner, the Committee recommends that members maintain familiarity with the *Personal Health Information Protection Act (PHIPA)*, the *Personal Information Protection and Electronic Documents Act (PIPEDA)* appropriate to professional situations not be covered by PHIPA, the *Record Keeping and Reports* provisions of the Professional Misconduct Regulation and Sections 8 and 9 of the revised Standards of Professional Conduct (2005.)



NOTICE TO THE PUBLIC
FROM THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
April 10, 2006

On February 24, 2006 the Ontario Superior Court of Justice ordered that **Arthur Blank** refrain from and cease and desist:
using the title “doctor” in the course of providing or offering to provide psychological services to the public in Ontario;

The Court ordered further that Blank refrain from and cease and desist:

- using, by any medium, the title “psychologist” or any abbreviation or variation thereof as an occupational designation in Ontario;
- holding himself out as a person who is qualified to practise in Ontario as a psychologist or in a specialty of psychology; and
- using, by any medium, the word “psychology” or any variation or abbreviation thereof in any title or designation or in any description of services offered or provided to the public of Ontario.

In making its Order, the Court declared that:

- Arthur Blank has breached the prohibition in s. 33(1) of the *Regulated Health Professions Act, 1991*, S.O. 1991, c.18 as amended in that he is using the title “doctor” in the course of offering psychological services in Ontario but is not a member of any of the Colleges listed in s. 33(2);
- Blank has breached s. 8(1) of the *Psychology Act, 1991*, S.O. 1991, c. 38 in that, without being a member of the College of Psychologists of Ontario (CPO), he has used the title “psychologist” or a variation or abbreviation thereof as an occupational designation;
- Blank has breached s. 8(2) of the *Psychology Act* in that, without being a member of the CPO, he has held himself out as a person who is qualified to practise in Ontario as a psychologist or in a specialty of psychology; and
- Blank has breached s. 8(3) of the *Act* in that, without being a member of the CPO, he has been using the word “psychology” in a title or designation or in a description of services offered or provided to the public of Ontario.

The Court’s Order was in response to an application from the College of Psychologists of Ontario which had asked the court to require Blank, who is not a member of the College, and therefore not authorized to practice psychology in Ontario, to cease and desist from representing to the public that he is a psychologist and from using the title “doctor” in the course of providing health care services to the public in Ontario.



Federation of Health
Regulatory Colleges of Ontario

Ad Campaign

Why is the Federation starting an ad campaign?

The *Federation of Health Regulatory Colleges of Ontario*, which includes all 21 Ontario health colleges, representing 23 health professions, has undertaken a multi-year public education campaign to improve public awareness about the value of choosing health professionals who are regulated. We also want the public to understand the role of health regulatory colleges. Initially, our messages will emphasize that regulated health professionals have been trained to specific professional standards and that it is the duty of health colleges to protect the public interest.

What will be involved in the campaign?

The second ad in our public education campaign will run on many major stations throughout the province from **April 10 to April 28 and again from May 15 to June 2, 2006**. It features a game show with a contestant trying to answer questions about health colleges. A new website was developed at the same time as the first campaign to answer additional questions and provide key links to each of the health colleges and it will be promoted in the ads.

What do you hope to accomplish with this ad campaign?

It is our goal to make our audience aware of the public mandate of the Ontario regulatory colleges and to raise awareness about the standards required to be a regulated health professional in Ontario. We know that most consumers are aware there are some regulated health professions; doctors, nurses, pharmacists, dentist, but we want them to recognize all the regulated health professions such as midwifery, dental hygienists, physiotherapists and respiratory therapists, just to name a few.

What is planned for the future?

This is just the second phase of our campaign. Once we have achieved our goal to raise awareness about regulated health professionals and health colleges, we will be developing new campaigns about standards and quality, ensuring competence, public protection and accountability. So please stay tuned!

It's not a game....your health matters

To hear the radio ad, visit: www.itsnotagame.ca



COLLEGE NOTICES

Changes to the Register

The College would like to congratulate and welcome the 65 new *Psychologist* members and the 13 new *Psychological Associate* members issued with Certificates Authorizing Autonomous Practice between August 1, 2005 and March 31, 2006.

PSYCHOLOGISTS

Valerie Lynn Ashton	Jody Deborah Levenbach
Arcangelo Caputo	Alan B. MacDonald
W. Cynthia Chan Reynolds	Judy Anita Makinen
Meredith Laurel Chivers	Marnee Eleanor Maroes
Dana Costin	Andrew Glenday Matthew
Emily Michelle Cripps	Adrine Amoy McKenzie
Jennifer M. Crosbie	Karen Victoria Milligan
Erin Danto	Robin Christine Mitchell
Ida Laverne Dickie	Michael Arnoldus Muller
Patricia Doris	Todd William Murphy
Paul Leon Duhamel	Tisha Joy Ornstein
Marla Joanne Engelberg	Rebecca Rita Elizabeth Pillai Riddell
Donald John Ferren	Donna Marie Reist
Eva Fisher	Nicole Desirée Reist
Jeremy Benjamin Frank	Deborah Nieves Reixach
Tisha Gangopadhyay	Pavla Reznicek
Karen Merle Ghelani	Robert Charles Rowe
Shahar Gindi	Suzanne Laurie Rubinstein
Rachel Lindsay Greenbaum	Linda Christa Schattmann
Sara Anne Heimpel	Douglas Devlin Schmidt
Kathryn Louise Hildyard	Christina Semler
Trevor Paul Hjertaas	Tali Shenfield
Caroline Ho	Christine Sloss
Lauren Ruth Humphreys	Tania Stirpe
Lize Rachelle Jalbert	Andrew Donald Taylor
Jerry Andrew Jedrkiewicz	Anita Gisela Teslak
Kevin Stewart Jones	Nicholas Triantafillou
Iris Kaidar	Sheri Lynn Turrell
Jennifer Andrea Karp	Nicole Memorice Varshney
Michelle Lynn Keightley	Grace R. Vitale
Adrienne Heather Kovacs	Erin Michelle Warriner
Mark Willem James Langewisch	Kayla S. Workman
Jillian Mary Leggatt	



Changes to the Register (Contd...)

PSYCHOLOGICAL ASSOCIATES

Jacques Lucien Aubin
Paola Caponetto
Kara Bernadette Susan Casey
Mary Helen Champagne
Bruce Robert David Cook
Carolyn Di Adamo
Margriet Drost

Robert Benoit Gauthier
Elizabeth Ann Grant
Grazyna Dorota Gronkowska
Kim Darlene Mandziak-Garvey
Kristin Marie Nantais
Michelle Prinzo

The College would like to congratulate and welcome the 78 new *Psychologist* members and the 15 new *Psychological Associate* members issued with Certificates Authorizing Supervised Practice between August 1, 2005 and March 31, 2006.

PSYCHOLOGISTS

Kristin Lisa Anglin-Bodrug
Jana Hayley Atkins
Jason Bacchiochi
Karen Ann Bax
Kelly Marie Benn
Lori Ann Blessing
Michele Krista Boivin
Jennifer Anne-Marie Boyce
Lee-Ann Michele Boyd Pringle
Cheryl Lesley Bradbury
Lara Louise Davidson
Sara Day
Ruth Emma Dennis
Joanne Marie Dolhanty
Lawrence T. Dong
Tatiana Dumitrascu
Hester Elizabeth Dunlap
Gwendolyn Jean Dutrizac
Alireza Ebrahimian
Joy Dara Ellick
Norman Fazaa
Silvina Diana Galperin de Jablonski
Shannon Mary Gifford
Steven Gilbert
Gillian Graham Bevan
Heather Ann Hallam-Helbich
Jeremy Harrison
Ainslie Erin Heasman
Carrie Lynn Heilbron
Karl Heinz Hennig
Laura Dawn Hewett

Steven Thomas Jett
Shonna Claudelle Francis John
Gillian Kirsh
Cary Samuel Kogan
Andrea Gaye Kohan
Valerie Lynne Krysanski
Archie Brian Kwan
Judith Megan Laposa
Sophie Lebel
Catharine Helen Lee
John W. Lee
Lawrence Ryan Levy
Becky Jean Liddle
Heather Beth MacIntosh
Deanna Lynn Mayfield
Shari Beth Mayman
Kelly Anne McCutcheon
Stephanie McDermid Vaz
Josie Celia McKechnie
Michael Robert Moland
Caryn Elaine Moulton
Thanh Thao Thi Nguyen
Jennifer Wilhelmina Out
Robert David Eugene Parker
Treva Lynn Penney
James Giuseppe Perretta
Paulo Rocha Pires
Jason Andrew Plasky
Amanda J. Pontefract
James Cameron Keith Porter
Anita Ramani



PSYCHOLOGISTS (Contd...)

Tayyab Rashid
 David Lawrence Reist
 Danielle Alexandra Ruskin
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 Marlene Rochelle Taube-Schiff
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 Allan Thomas Walton

The College would like to congratulate and welcome the 3 new *Psychologist* members and the 1 new *Psychological Associate* member issued with Certificates Authorizing Interim Autonomous Practice between August 1, 2005 and March 31, 2006.

PSYCHOLOGISTS

Catherine Clara Classen
 Karen Eamon
 Shirley Jean Hall

PSYCHOLOGICAL ASSOCIATES

Marc Francois Beaudin

The College wishes to thank those members who generously provided their time and expertise to act as primary and alternate supervisors for new members issued Certificates Authorizing Autonomous Practice.



Resigned

The following individuals have resigned their membership in the College.

Lennard Michael Shangi
Edmund Sullivan

Retired Status

Since the publication of the last Bulletin, the following members have requested their Certificates of Registration be changed to Retired Status. The College would like to wish them well in their retirement.

Glen Maxine Allen Lawson
Martin Edward Morf

Deceased

The College has learned with regret of the death of **Dr. Barry Sherwood Francis** and extends condolences to his family, friends and professional colleagues.



Thank you Oral Examiners...

The College would like to thank the following individuals who assisted in conducting the oral examinations in December 2005.

Clarissa Bush, Ph.D., C.Psych. Outpatient Memory Disorder Clinic, SCO Health Centre, Training Director of Internship in Clinical Neuropsychology; Private Practice in capacity assessment: Ottawa

Vincent Caccamo, Ed.D., C.Psych. Private Practice: Kingston

Dorothy Cotton, Ph.D., C.Psych. Regional Treatment Centre (Ontario) of Correctional Services Canada: Kingston

Janice Currie, Ph.D., C.Psych. Central Co-ordinator of Support Services, Toronto District School Board: Toronto

Ron Davis, Ph.D., C.Psych. Chair, Department of Psychology Lakehead University; Consulting Psychologist, Mental Health Services, St. Joseph's Health Care Group: Thunder Bay

Stephen Dukoff, Ph.D., C.Psych. Kingston West Psychological Services; Private Practice: Kingston

Diane Farr, Ph.D., C.Psych. Chief Psychologist; Vanier Centre for Women & Maplehurst Correctional Complex, Ministry of Community Safety & Correctional Services: Milton

Maggie Gibson, Ph.D., C.Psych. Veterans Care Program, Parkwood Hospital Site, St. Joseph's Health Care: London

John T. Goodman, Ph.D., C.Psych. Private Practice and Consulting: Ottawa

Catherine Gow, Ph.D., C.Psych. Private Practice and Consulting: Ottawa

Allyson Harrison, Ph.D., C.Psych. Clinical Director, Regional Assessment and Resource Centre; Adjunct Professor, Department of Psychology, Queen's University: Kingston

Elisabeth Joly, Ph.D., C.Psych. Private Practice; Ombudsman, La Cité collégiale: Ottawa

Nina Josefowitz, Ph.D., C.Psych. Private Practice; Assistant Professor, Counselling Psychology Program, OISE/UT: Toronto

Vincent Lacroix, Public Member of the College Council; Municipal Councillor: St. Charles

Jean Paul Laroche, Ph.D., C.Psych. Private Practice: North Bay

Bruno Losier, Ph.D., C.Psych. Service Leader, Centralized Neuropsychological Services, St. Joseph's Healthcare, private practice: Hamilton

Stefan Losztyyn, M.Ed. C.Psych.Assoc. Warkworth Institution; Private Contractor, Central East Correctional Centre: Lindsay

Maggie Mamen, Ph.D., C.Psych. Private Practice: Ottawa

Peter Marshall, Ph.D., C.Psych. Faculty, University Studies, Georgian College Campus; Private Practice: Barrie

Lise Mercier, Ph.D., C.Psych. Private Practice: Ottawa

Samuel Mikail, Ph.D., C.Psych. Clinical Director, The Southdown Institute: Aurora

Elaine Moroney, M.A., C.Psych.Assoc. Private Practice: Mississauga

Mary Ann Mountain, Ph.D., C.Psych. St. Joseph's Hospital: Thunder Bay

Ron Myhr, Ph.D., C.Psych. Managing Consultant, SHL Canada: Toronto

Phyllis Nemers, Ed. D., C.Psych. Toronto District School Board: Toronto

Susan Nicholson, Public Member of the College Council; General Manager, Downtown Collingwood Business Improvement Area: Collingwood

Carolee Orme, Ph.D., C.Psych. Brampton Memorial Designated Assessment Centre; Anxiety & Stress Disorders Clinic of York Region: Richmond Hill

Erin Picard Ph.D., C.Psych. NeuroRehabilitation Outpatient Program, Bloorview MacMillan Children's Centre: Toronto

Monique Pressé, M.A., C.Psych.Assoc. Child and Adolescent Centre, Children's Hospital of Western Ontario, London Health Sciences Centre, Victoria Campus: London

Philip Ricciardi, Ph.D., C.Psych. Greater Essex County District School Board; Adjunct Associate Professor, Department of Psychology, University of Windsor; private practice: Windsor

Ken Scapinello, Ph.D., C.Psych. Private Practice: Brampton

Dalia Slonim, Psy.D., C.Psych. Consultant for Surrey Place; Private Practice: Toronto

Claire Lowry Sullivan, Ph.D., C.Psych. Professional Leader, Grand River Hospital: Kitchener

Glenn Webster, M.Ed., C.Psych.Assoc. Toronto Catholic District School Board: Toronto



POSTPONED

BARBARA WAND SEMINAR IN PROFESSIONAL ETHICS, STANDARDS AND CONDUCT

Tentatively scheduled for Monday, May 8, 2006 has been postponed

The Planning Committee is considering a number of topics of interest to all practitioners. Detailed information will be available shortly.



The Bulletin is a publication of the College of Psychologists of Ontario

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The Bulletin is published quarterly. Subscriptions for members of the College are included in their registration fee. Others may subscribe at \$20 per year, or \$5.00 per single issue. The College will also try to fill requests for back issues of the Bulletin at the same price.

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